Interview-based 360s

Few leaders have a full understanding of how they are perceived by others, yet this insight is one of the most valuable catalysts for growth. Our coaches are trained to conduct interview-based 360s that provide broad and deep feedback on your leadership effectiveness. These conversations with key stakeholders use open-ended questions to create a clear, nuanced portrait of both your strengths and your opportunities for development.

Your coach will conduct **6–12 interviews** with stakeholders who observe you in your day-to-day work. Because the process is designed to give a true 360-degree view, interviewees typically include your leader(s), a selection of peers and direct reports. When appropriate, board members or external stakeholders may also be included. All input is anonymous to ensure candid, actionable feedback.

After completing the interviews, your coach will prepare a **leadership assessment report** summarizing the themes that emerged. This confidential summary highlights your key strengths as well as the areas where further development will have the greatest impact.

Following a comprehensive debrief of the feedback summary, you and your coach will collaborate to create a **coaching development plan**. This plan will focus on 2–3 leadership goals and will serve as the roadmap for your coaching engagement.